

# Topic:- Women Remain on Losing side in Professional Life

## OUTLINE

### 1- Introduction

Thesis Statement:- Women, nowadays, have become very active in pursuing their careers in the same professions as men do. However, they still remain on the losing side in professional life. The misperception of their abilities by the conservative mindsets do not let them flourish in professional life.

### 2- Women participation in professional Life

### 3- Women remain on losing side in professional life (Thesis)

- (a) Women have always faced the challenge of lack of representation
- (b) Women are stereotyped as bad leaders
- (c) Cultural norms limit their participation in professional life
- (d) Women are not trained as for professional life
- (e) Their career ~~is~~ ends ~~with~~ with marriage

4- In the modern times, women have become nearly equal to men in professional lives (Anti-thesis)

- (a) Women everywhere have separate quotas
- (b) Women having leadership qualities are always encourage in all professions
- (c) Cultural norms have now become inclusive for women professionals
- (d) There are separate institutes for women education and training
- (e) Special facilities have been provided for working mothers

5- Despite a minor rise in women participation, they still dream of getting equal, or near to equal, opportunities as men (synthesis)

- (a) Fixed quotas do not solve the problem of their under-representation
- (b) The prejudice against women is irrespective of their talents
- (c) Patriarchal mindsets still put restrictions on women
- (d) Those institutes ~~work~~ ~~are~~ are less focused on imparting qualities for professional life
- (e) Working women only have to endure double burden

6- Conclusion

## ESSAY

"There are two powers in the world; one is the sword and the other is the pen. There is a great competition and rivalry between the two. There is a third power stronger than both, that of the women."

This is the position of women in the eyes of our founding father, Quaid-e-Azam Muhammad Ali Jinnah; that is, stronger than the two most powerful weapons, pen and sword. Their strength ~~can~~ allows them to participate and take responsibility of professional life on their shoulders. Women, nowadays, have become very active in pursuing their careers in the same professions as men do. However, they still remain on the losing side in professional life. The misperception of their abilities by the conservative mindsets do not let them flourish in professional life. They have always faced the problem of lack of representation in every sector. Additionally, they are stereotyped as bad leaders and this prejudice is irrespective of the talents and abilities they have. Moreover, cultural norms and patriarchal mindsets limit their role in professional life, giving them less opportunities for professional training. Lastly, if women are allowed to pursue their career, it ends with their marriage. To continue career after marriage puts extra burden on them as their domestic responsibilities are not shared.

It will take 131 years for the world to attain full gender parity between men and women according to the latest **Global Gender Gap Index Report (2023)**. While reviewing the report on progress of Sustainable Development Goals (SDGs), the world realised that no country has been successful in providing equal opportunities to male and female members of their society. Only one country i.e. Iceland has achieved 90% of the target. Therefore, women remain on losing side of professional life amidst all the modernization. Women participation in professional life is perceived as a privilege and not as their basic right. This is evident from the unequal treatment they receive in every sector and ~~that~~ eliminating gender discrimination is ~~to~~ more than 131 years far from today.

Women lag behind men as they ~~are~~ always face the challenge of under-representation. They are always neglected even while framing policies for themselves. Their minimal political representation is one such case. The **Global Gender Gap Report (2023)** indicates that widest gender gap exists in political empowerment. In case of Pakistan, there is 15.2% parity between men and women in political representation. This under-representation is not only in politics, but other sectors also. Women, who comprise half of the world

Population, do not even get half of the representation. Therefore, the lower opportunities for women representation shows that they are on the losing side of professional life.

Another factor that shows that women lag behind men is that they are stereotyped as bad leaders. Due to their biological characteristics and societal roles, they are perceived as less resilient and ~~less competent~~ hence, not suitable for leadership roles. They are only perceived good in their domestic roles. Women in workplace report by Sheryl Sandberg's [lean.org](http://lean.org) and McKinsey and Co reported that for every 100 men promoted to a manager role in 2022, only 87 women received the same boost, up from 86 in 2021. These figures clearly indicate that the role of women as leaders is not preferred at all, making them remain on the losing side of professional life.

Cultural norms also limit women participation in different professions. They are restricted to pursue the career of their own choice. Women are perceived good in their domestic roles only. Maya Angelou in her article, titled 'How important it is for us to recognise and celebrate our heroes and she-roses!' (2017) illustrated the fact that women are only

~~good~~ considered good nurturers. She said, ~~that~~  
"No matter how much a society evolves, it  
perceives its females as nurturers, custodians  
and keepers." So, the professions that are  
considered suitable for women are that  
of doctor, teacher, nurse, etc. This clearly  
shows that women ~~are~~ still remain on the  
losing side in their professional lives.

There is another fact that illustrates  
that women are far behind their male  
counterparts in professional life and that  
is the training provided to them. They  
are not trained for professional life.  
Training of women is more focused on  
skill impartment and those skills are usually  
required in domestic life. Labour Force  
Survey 2020-2021 showed that ~~a~~ women  
education, <sup>in Pakistan</sup> mainly focuses on skill provision,  
for example, tailoring, cooking, beauty parlour  
training, etc. They are not provided with  
entrepreneurship counseling or any skill  
which would allow them to enter in  
professional life. Hence, women are not  
trained for ~~careers~~ and professional life  
and that is why they are on the  
losing side in this sector.

Another factor hindering women's  
professional growth is marriage. Women  
~~quit~~ either themselves quit or are forced to  
end their career after marriage. They

have higher enrollments in educational institutes but less involvement in professional life.

This argument is seconded by the Pakistan Medical Council (PMC) which reports that in Pakistan, women outnumber men in medical colleges with 80 percent enrollment, yet they fail to practice medicine following graduation. 50 percent of graduated women doctor either do not practice or leave employment in a short period. The only reason behind it is the domestic burden after marriage. Hence, ~~as~~ there is no doubt that women are on the losing side of professional life.

However, some people argue that ~~as~~ as the times are changing, women are getting equally involved in professional lives. Women participation is highly encouraged. They are given equal representation in the form of quota. For instance, in the Parliament of Pakistan, 60 seats are reserved for women. Moreover, they can also ~~participate on~~ <sup>contest for</sup> the general seats. This is the privilege women have in order to ensure that they represent the women population in the country. Similarly, in every institute, women are ~~pr~~ being provided this opportunity to encourage their representation. This is not just restricted to one or two nations. With

the rising awareness and emergence of feminist movements, people ~~are~~ have realised the importance of woman participation in every sector and therefore they are no more on the losing side of professional life.

Another argument that supports women participation is that women having leadership qualities are definitely selected for such posts. The stereotype of women being bad leaders no more exists. Researches have shown that women are more competent and effective as leaders. "women are slowly rising in political leadership and in corporate and educational leadership", said a professor of psychology, Alice Eagly, at Northwestern University. ~~Therefore, people have realised that~~ Therefore, people have realised that women leaders can enhance productivity increase collaboration and inspire organizational dedication. Hence, their participation in professional life is highly appreciated.

It is also argued that the cultural factors that used to restrict women ~~are~~ to domestic life are ~~slowly~~ changing over time. Different cultures have accepted women professionals. They are now seen in every profession. For example, women were, earlier, seen ~~in~~ only as



teachers, doctors and nurses, but now there are a number of women working as media reporters, police officials, astronauts and many other fields. They are not only participating in their respective fields but also playing dominating roles. Thus, women, by no means, remain on the losing side of professional life. They are near to equal position as men.

Some factors also argue that women do not lack training for professional life. They are being provided with institutes for training and education. In some countries, there are separate institutes for women education. There are many universities, for example, International Islamic University in Islamabad (Pakistan), and many other institutes that exclusively provide education to women to train them as good professionals. So the argument saying that women lack the right and opportunity for proper training is not valid and women enjoy equal opportunities as men do.

Another argument is that the career of women do not end with marriage. They are provided with facilities in this regard, especially the working mothers. Many institutes have ~~established~~ ~~separate~~ provided special facilities to them.

For example, the establishment of ~~nurseries~~ nurseries or the child care centers provide women with the opportunity to work freely while their child is taken care of by the hired persons. These ~~are~~ centers are now everywhere and women can now continue their career after marriage too.

There has been some rise in the women participation but women are still on the losing side of professional life.

Although they have fixed quotas to ensure their representation but ~~it~~ it also does not solve their problem. Fixed quotas provide them representation but only to a minimal level. For example, in case of Pakistan, there are only 20.5% women in National Assembly and 18.3% in the Senate as per Women

Legislator's ~~Re~~ Performance Report 2017-18.

A population with about 48% women having only about 20% representation is not enough. They are not involved in decision-making process and are not consulted for making policies. Therefore, women lag far behind in men in professional life.

Women are more talented and reports have proved that but still they are prejudiced ~~for~~ as being bad

readers. The stereotype against them is still very common. Only a few cases are evident where women leaders are seen. This is represented in the research done by Amy Novotney (23<sup>rd</sup> March, 2023), which stated that despite all the talents and qualities, only 10% of the companies are led by women. This percentage of a larger community is very less. Similarly, Labour Force Survey (2020-21) illustrated that only 2% of the employers in Pakistan are women. Thus, women are not equal to men and are on the losing side of professional life.

Although, ~~some~~ awareness has changed the mindset of people, encouraging women participation but there are still many patriarchal mindsets that put restrictions on women. They do not like women to be superior than men. The idea of women as career oriented, is not appealing to such people. ~~They~~ "while they are allowed to study and work on paper, men have strong influence in their lives, and so, whenever a woman wants to work, she is often pressured to stay at home and be a good wife and mother." This truly illustrates the position of women in today's modern world as the research was conducted in March, 2023

under the title: 'How Patriarchal mindset prevents women in peace efforts'. Therefore, women are denied with the right to <sup>in case</sup> professional life and they lie on the lagging side in this domain.

Women are provided with education and training but they do not get ~~an~~ equality in this matter as men. Women education is more focused to impart skills for domestic life rather than professional life.

To expect women to work effectively in any profession, they have to be treated ~~the~~ and trained the same way as men.

Plato rightly mentions in his book, 'The Republic' that "If women are expected to do the same work as men, we must teach them the same things." This discrimination between

men and women needs to end so that women can work equally. Therefore, women are definitely on the losing side of professional life.

Despite the fact that women are, sometimes, allowed to work after marriage, the biggest problem that make them quit their ~~the~~ job is the double burden that is laid on them. By doing job, they share the financial burden but their domestic burden is not shared at all. A research by Rao in 2018 also agreed that women, in order to have financial benefits or for the purpose of self-actualization, do jobs but they have

to shoulder a double burden from their professional and domestic work, either paid or unpaid. This hinders their performance in both, domestic and professional life, forcing them to quit professional life. Hence, women remain on the lagging side of professional life.

In a nutshell, raised awareness and education has helped to empower women to some extent but ~~the~~ the pace of this progress is too slow. Women are proved to be more competent as leaders but are prejudiced because of their biological traits and societal roles. They are also faced with a numbers of challenges because they do not have enough representation to voice their issues. Moreover, the patriarchal elements of our cultures restrict women to their conventional roles. In spite of all the awareness campaigns, women are still facing traditional cultural constraints. They are also not trained well for professional lives. Their education revolves around the idea of making them skillful in domestic life. Women who manage to continue their career, especially after marriage, are laid with double ~~and~~ burden, that is, domestic as well as professional.

Women are not provided with equal opportunities as men and hence they are on the lagging side of professional life. However, it is important to encourage their equal

participation for the betterment of the society  
because " ~~No~~ No country can truly flourish if it  
stifles the potential of its women and  
deprives itself of the contribution of half of its  
citizens." (Michelle Obama, 2014)

